



Chief Statistician Peter Kirkham.

Do you ever wish you could spend all your working hours using only your best skills on a wide variety of projects? Traditionally, Statistics Ca-nada's structure has been ba-

sed on groupings by subject matter, and it is only recently matter, and it is only recently that the bureau has begun subdividing the groups into functional "operations", "content and analysis" and "control" subgroups.

When Peter Kirkham first presented the new management concept to senior officers

of the bureau in July of 1976, he outlined the information industry that is developing in Canada, and the role Statistics Canada will probably fill in that industry during the mid-1980s. He explained how the bureau must change to prepare for that role, and he stressed that the change would be an evolution "rather than a sudden reorganization" to avoid disruption of day-to-day output, and to give staff ample time to adapt to the new

Adapting is no small matter. The increased specialization requires that individuals work together in a different way — al work tends to be organized as on a project team, with success

Management Style Changing

depending more and more on "horizontal" communications among employees of widely differing expertise, and less and less on the traditional lines of "vertical" authority. Even fun-damental management dogma such as "one employee, one boss" must be set aside.

Statistics Canada is not the only organization currently going through this kind of change. There is a strong trend in industry toward "matrix ma-nagement" which has been described as "a technique to get maximum use of highly techn cal, specialized and skilled resources on projects that not always require such manpo-wer full-time."

In an article called "The Move

to Matrix Management", Steven Ludwig, associate editor of International Management notes, "Today, one observes that vertical reporting lines are criss-crossing with solid, horizontal lines on the organization chart. This means that managers have to share with others control over their employees."

Professor John F. Mee re-ports in Business Horizons that matrix management has evolmatrix management has evol-ved "in the flow of aerospace technology" to create a flexible and adaptable system of re-sources and techniques to accomplish a series of project

What is evolving in the bureau is really a form of matrix mana-gement. Informally, it develo-ped in the flow of day-to-day problem-solving in the international travel section (see ac companying article). Formally, it was launched on a burea ide basis in the Chief Statistician's presentation to directors

1976. This was followed by two years of broadening the concepts and preparing for their implications, so that, starting in October of 1978, a series of 23 two-day workshops for bureau management could be held to explain the basic princi-

ples and investigate how they can be applied within Statistics

"The evolution has just be-in," says Peter Kirkham. Many new lines of communica tion and responsibility will have to be defined, tried, and per-haps re-defined. Over the next few years, hundreds of Statis-tics Canada employees will face the challenge of thinking about their jobs in new ways, helping to fit their best skills into new systems, and revising their career development plans to fit a different future — one with (Continued on page 2)

Bureau's New Management System First Began Evolving in the ITS Section

When Chief Statistician Peter Kirkham announced the new management system that will carry Statistics Canada into the mid-1980s, he knew that system would work. It was already evolving in the international travel section of the financial flows and multinational enterprises division

The evolution began in the early 1970s, and progressed one step at a time in solving day-to-day problems.

As section chief Mike Vallexplains,

ployees used to be divided into two groups according to the source of the information they worked with. One of these groups handled basic figures mostly from customs, on every person who crossed Canadian borders; the other worked with sample surveys, handed to travellers by customs or immi-gration personnel, fleshing out details about their trips.

"Employees were locked into these groups so inflexibly that it was almost impossible to use

double our January volume. The specialization we had was The specialization we had was working against us because it was specialization by source of information rather than by employee strengths. It forced good employees to spend far too much of their time trying to use their weakest skills effectively. also caused duplication effort, especially in the area of liaison with the people who collect our data. Even our final products suffered because data capture and liaison problems tended to crowd analysis right out of the work-schedules, and the little analysis that got done was usually specific to one area of work rather than to overall developments in international

tember volume is always about

problems," Mike continues, the automation of the section was evolving - we began using a mini-computer in 1974. We found ourselves creating jobs that cut across the old group boundaries. The liaison funcion gravitated toward what is now an operations area, brin-ging together all technical sup-port and clerical staff responsible for the daily routine of statistical production. Similarly, as the production of publica-tions became more automated this task slid easily into the operations area. Analysts began concentrating on methodology and on improving, estimating, summarizing and commenting on our final pro-ducts. The section manager could then concentrate on control and co-ordination rather than being deeply involved

in subject matter topics."
It would be impossible to separate the benefits of the new those of improved automation in the international travel sec-tion because the two kinds of change took place at the same time. Creation of the operations group led to standardization of data capture and processing job descriptions, and made all support staff in this area available for work from any of the section's sources. The present computer system produces such fast and accurate produce tion figures that the need to move staff from one project to another is forecast and verified

daily, weekly and monthly.
With flexibility improved both
ways, the section has been able
to cope with an increase of



Chief of international travel section Mike Valiquette (standing, d Vivian McCabe and resear development and analysis head Paul Paradis

Be an Early Bird in the 1979 United Way Campaign

The sooner we contribute, the more chances we have to win in the We Win Together draw.

Three grand prizes will be drawn at the end of the campaign — trips for two to anywhere Air Canada flies, to Vancouver by CP Air and to any VIA Rail destination in country. Starting September 24, weekly draws will be held for tickets to theatres, National Arts

tickets to theatres, National Arts Centre performances and Ottawa Rough Riders games. Local restaurants are donating dinners for the carvassers who turn in winning coupons. Your pledge card will contain eight draw coupons, and your name will be entered (along with that of your canvasser) on up to six of these, depending on the size of your donation. You get an additional coupon if you use the payroll deduction plan, and another "Early Bird Bonus" and another "Early Bird Bonus" coupon for submitting your pledge in the first week of the campaign — that is, between September 17 and 21. Your coupons stay in the draw barrel, even if you win a weekly prize, until all the draws have been

Sponsors of our 1979 cam-

paign are convinced that the draw is an appropriate addition to the PS United Way tradition. They point out that the campaign objective is to encourage each of us to contribute as much as we can afford so any

add will help. They feel that giving should be fun, and most of us enjoy draws. They also recognize that volunteer wor-kers need help in getting their work done as quickly and draws are designed to encourage us to seek out our canvas sers and get our pledges in early, minimizing time-consuming follow-up proce-



Campaign co-ordinator Moe Tremblay (centre foreground) with some of his aids — (left to right) back Campaign co-drollator Neer trembursy teamer oraground with some orms and sequences or need to manager God Flynn, acting field manager fon Norris, treasurer Ron Cousineau, field manager Lou Scott, Middle row: deputy co-ordinator Marlene Levine, field manager Mel Long, field manager Manay Sukey, training officer Jean Aucilair and target officer. Dick Johnson. Front row: field manager Pauline Goss, Moe Tremblay and field manager Madhu Joshi.

(Continued on page 3)



is published monthly by the Information Division, Statist Canada, for bureau employees

The United Way provides the only opportunity most of us get to help a large number of our neighbours.

Year by year, as we watch their needs grow, both in size and complexity, we realize the true value of an organization that makes so much help possi-

ble with such small amounts from each of our pay cheques. Let us all increase the help we give through the 1979 United Way campaign.

Peter Mix. President Local 503, ESSA Peter Sloan, PIPPS Lou Trevathan, President, Local 70059, PSAC

Your "Sales Add Value" (August 1979) story will, I'm sure, be very informative for a majority of Statistics Canada employees, backed up as it is by the example of a 10,000-printing of a promotional sheet resulting in so many extra sales of Recreational Activities.

Your readers might also be interested to know that each week 10,000 copies and more of the English-language Infomat take news of bureau publica-tions to the general public,

adding substantially to sales.
There is no hard sell in this weekly marketing publication.
A judicious blending of summaries of the "key economic indicator series" creates the de-mand for further details, necessitating the purchase of the specific publication concerned

Incidentally, some two or three issues back, Scan said there was some difficulty getting feedback from the public on the value of Statistics Cana-da publications. Considerable feedback - of a very favourable

CENSUS & HOUSEHOLD SURVEYS

FIELD MANAGER

Ross Bradley TEAM CAPTAINS

EFGNTREDEGPREDBJN

Tel. 613-593-7444 ago through a survey of Infomet readers, analyzed by User Advisory Services' market research

Editor, Bill Pearce, 3rd floor, section C. R.H. Coats building

Tunney's Pasture. ttawa K1A 0T

Brian Huggins, Editor (English), Infomat . .

Perhaps through Scan I can express my gratitude to all the good people at Statistics Canada for their generosity toward work in the Dominican Republic

was touched by so much

interest and enthusiasm! On behalf of the little girl who you have helped to learn to walk, and her family, thank you. Joan Tinkess

Order of the Grey Nuns Dominican Republic

Editor's note: And thanks to Alice Sprott of prices division for organizing the collection.



breaks? Call Ed Boucher at 5

■ The July blood donors' clinic was a big success. Of the 402 who donated, 41 had not given in the past two years, and for 54 it was the first time ever.

Plans for the 1979 Smiths

Falls benefit luncheon are un-der way. The National Press & Allied Workers Jazz Band Inc.

donations of knitting and cro-cheting have started to arrive. It you would like to make some-thing for the patients, or for a draw prize, call Alice at 5-5738.

 Don't lose your Canada Sa-vings Bonds. If you have moved vings Bonds. If you have moved since buying the current series, send a change of address note to **Heather Stewart**, personnel division, 5-O, R.H. Coats buil-

(continued)

Style Management

more functional specialization, higher productivity, greater individual independence, and more opportunity for job satis

"Such changes will be plan-ned and communicated well in advance, and will involve appro-priate employee participation. Assistance or guidance will be made available to individuals as

"In the final analysis," the Chief Statistician explains, "the

overall objective is to give the individual and the institution flexibility to cope with change, while at the same time ensuring, to the maximum degree possible, a stable environment our employees. This environ-ment must also provide indivi-dual job satisfaction and quality of work life.
"The challenge is great, the

need is inescapable, and the rewards will be commensurate with our efforts. Success is assured, not only because the new management approach is already working in parts of the bureau, but also because the exceptional collective abilities Statistics Canada's em

mailed to your old address.

■ Renewing your family mem-bership to the RA? Don't forget to return the form that you received recently.

received recently.

As a ScenLine caller pointed out, if everyone who otherwise would not donate to the PS United Way pledged only \$1 per month, local charities could do more good in our community than they have ever been able to do in the past. Could any public servant really not afford the

■ Watch October TV listings for Paperland, an NFB show partly filmed at Statistics Canada.

Married

■ Artists Chris Dony and Ray Johnson of Information division are now Mrs. & Mr. Johnson

Maureen Drummond Maureen Frances Drum-

Maureen Frances Drummond passed away after a lengthy illness on July 29.
During her 10 years with MAPID, Maureen became particularly well-known for her friendly, co-operative work with service divisions



Savouring the aroma of roasting lamb are (left to right): Aline Sarrazian, Lorne Rowebottom, Lorna Rowebottom, Joel Yan, Tobe Yan, Sid witiuk, Jean Spear, George Spear, Andrew Bethelet, Antoine Terjanian, Hubert Sarrazain, Anoush Terjanian, James Terjanian and Tom Waugh. Photo Scan photo by Karole Plamonte.

- was obtained a year Statistics Canada's 1979 United Way Field Managers and Team Captains

5-4588

Ron Norris	5-9317
John Burns	5-5175
Ed Chartrand	5-8298
Mary Dean	5-4398
Marie Deslaurier	6-5271
Pierre Hubert	5-8682
Rita Killeen	5-9381
Diane Levesque	5-9404
Scott Murray	6-5717
CORPORATE MANAG	EMENT
FIELD MANAGER	
Ray Valliancourt	6-0751
TEAM CAPTAINS	
Pat Smith	3-7585
Brian Carpenter	5-1420
Heather Stewart	6-0635
Monique Thibodeau	3-7659
Sam Bogé	5-2764
Gérald Lebeau	6-0751
Michel Lacasse	8-8855

am Bogé féraid Lebeau Richel Lacasse	5-2764 6-0751 8-8855	Jack Hughes Gilles Larocque Jo-Anne Chenier Nancy Park	3-7444 2-1585 5-7406 5-9034
CONOMIC STATISTICS		POLICY PLANNING &	
IELD MANAGER Flynn	C C204	EVALUATION	
lel Long	5-6764	FIELD MANAGER &	
EAM CAPTAINS	2-6018	TEAM CAPTAIN	
		Madhu Joshi	5-1101
.H.M. Watt	5-5731		
lise Bolsvert	6-4771	SYSTEMS & DATA PROCESSING	
onna Leclaire	6-9271	FIELD MANAGER	
sther Virtue	5-9547	Pauline Goss	3-5334
illes Berniquez	6-9311	Lou Scott	5-9960
enny Carruthers	2-1323	TEAM CAPTAINS (D.P.D.)	
loger Ricard	2-0991	Mike Longré	3-6030
ric van der Walt	5-8445	Lois Lebianc	3-6435
on Cameron	5-6305	Charles Brint	3-5197
lob Huard	5-9335	Lyse Amone	3-5990
udy Frederick	5-0606	TEAM CAPTAINS (S.D.D.	
Ailton Ingails	5-0579	Walter Cholowski	
eff Allen	5-0743		5-9960
.G. Baille	5-0849	Richard Ethier	5-9960
TOT DESIGN	5-0049	John Corbin	5-9960

United Way

Claudette Bourque

Lorraine Moskowitz John Hutton

Alfred Papineau Sandra Klimpel

J. Wytht Lorraine Oldfield

FIELD MANAGER

Nancy Sukey TEAM CAPTAINS

Lynda Auger

Peter Dudley Chuck Curtels Deirdre Gilleson

Bob Racina

Gordon Madge

MARKETING SERVICES FIELD MANAGER Ai Lebeau TEAM CAPTAINS

INSTITUTIONS & AGRICULTURE

most of us find it easier to give as much as we can afford through payroll deductions than through lump-sum dona-tions, so the We Win Together draws encourage us to use that dures. Previous United Way campaigns have shown that draws encourage us to use that

6-7825

5-0641

5-9054

2-4571

5-0631

5-0855

5-0773

5-8201 5-9796

5-780B

5-4853

5-9960

Vic O'Brien (left) of the St. John's regional office receives a long service award from field division director Joe Konzuk. Vic joined the St. John's office a few weeks after it opened, and began counting "everything from sawmils to moonshine stills, just five months after Canada joined Newtoundland in 1949".

system. With the draw and the tongue-in-cheek PS Olympics on September 17, the 1979 United Way campaign might well be the most enjoyable should be used to the second of the second of the second of the wind second of the wi moments of serious considera-

Statistics Canada's 1979 target is to have 65% of all our employees donate an average of \$37.38 each. Thousands of people in our community are counting on us to meet and pass that target. This year's cam paign slogan sums it up: "HELP YOUR NEIGHBOUR"

Census of Agriculture Celebrates Pub Success

Census of Agriculture's 1976 Census of Canada: Agriculture Graphic Presentation was sold

out three months after release. To mark this success, content and analysis co-ordinator An-toine Terjanian invited the project teams that developed, pro-duced and marketed the publication to his farm for a "khorovatz votchkhar" (stuffed lamb Armenian style).

As the revelers paused to let their bodies catch up to their spirits, ACS Lorne Rowebottom

pointed out how important it is to the bureau to analyse and disseminate our data effectively - providing the right information at the right time in a way that is right for the user. He also praised the geocartographics group of systems and data processing for creating the new statistical maps for *Graphic Presentation*, and to marketing services for its effective promo-

tion program. The moral of this story," says "I ne moral of this story," says. Antoine Terjanian, "Is that if you develop a better publication and market it well, you too might get to eat some khorovatz votchkhar".

tion campaign and user evalua-



Irmgard Quine of publications distribution displays the mice she Irmgard Quine or publications distribution displays the mice she made and donated for a draw to help the crippled, blind and deaf girl in the Dominican Republic. Micheline Clement, also of publications distribution, soid \$152 worth of draw tickets, and Gloria Reside of federal statistical activities secretariat draw the lucky ticket. Gaetan Massicotte of Information division won.



Fran Trant-Bélanger 5-C R.H. Coats 6-0448

recreation sports socia



Linda Stephenson and Derek Bright led a field of 303 Statis-tics Canada golfers with gross scores of 91 and 75 respectively at the annual tournament on July 12 and 13. Carm MacCartney (with 94) and Linda Lan-thler (99) were next among the iadies, and Henri Lacrolx edged Greg Nezan out of the men's second place, 78 to 79.

Over 30 prizes were present-

ed during the evening revelry ed during the evening reveiry, for high scores, low scores, hidden scores and draws. Unfortunately, someone used the list of winners to mop up a spilled drink (cola is a very efficient ink-remover). "It was a great tournament," says our reporter, Mark Markwick, "and everyone had a lot of fun. There was plenty of sunshine - never a dull moment!"

Two Hockey Teams Start but they're still recruiting. Il Gord Flynn (5-5764) or ck Blakeney (5-4138) for

Two teams of Statistics Canada hockey players are preparing to take to the ice for practice sessions. Both will play in the RA non-contact open division, and both have openings for new

players. The North Stars will hold their first practice at the RA Centre on Saturday, September 22 at 8:30 pm. If you would like to join team, call Rick St-Amour (5-8201)

(3-821). Les Caribous ran into their first problem late in August, as soon as they put up their posters for "top calibre hockey players". Somebody promptly changed them to read "low calibre hockey players". Now hockey players." calibre hockey players". Now who would do a thing like that?

Les Caribous started their training sessions on September

Our Volleyball Ladies Trying "A" League

After a very successful start in organized volleyball last year, our women will take on the best our women will take on the best in the city in the "A" section of the Oltawa Valley Volleyball Association this year. Bernard Paré will coach the

Bourguignon, Lorna Braden, Marian Grant, Michelle Martin, Judy Patrick and Ival Rice will be helped by newcomers Louise Forgues-Savage, Pat MacDonald, Brenda Mitrou and

Want to Curl This Year?

Statistics Canada Curling Club has seven sheets of ice booked at the Curl-O-Drome at Lansdowne Park on Wednesday nights starting October 17.

We should be able to accom

modate every curler in the bureau who wants to curl with us," says co-ordinator Andy Nicholis. If you'd like to curl with the club this year, call Andy at 2-9225

Softball Team Once again, our women's softball team was runner-up in the "orange" league, and once again they were edged out of the championship by External Affairs after eliminating Consumer & Corporate Affairs in the first two games of the semi-

first two same inais. This year's team consisted of: Lorna Braden, Solvey Bunch, Melanie Donaghue, Donna Flynn, Marian Grant, Linda Lanthier, Gisele MacKinnon, Judy Patrick, Aline Rinfret, Joanne trick, Aline Rinfret, Joann Sweeney, Marilyn Taylor an



Was Second



Bureau's Refugee Support in Full Swing

Volunteer support for the Vietnamese refugees is organized and working well within Statistics Canada

On the financial side, essa fund will have collected over \$2,500 by the time you read this, and will have dispersed over \$2,000 to sponsoring

The fund has done a lot of good already," says chairman Bernie Granville of input-output division, "but we need more money. We're helping two groups of sponsors now, and a third has contacted us. How much we can do depends entirely on how much is dona-

ESSA is prohibited from soliciting donations within the bureau, but everyone can sup-port the fund — just call Bernie at 5-8261, or ScanLine 3-7444.

Nella Humble and Guy Auger of business statistics integra-tion group report that much-appreciated clothing and housewares are being passed along



Assistance co-ordinators (left to right) Nella Humble, Guy Auger, Kim Farrall and Heather Stewart compare notes at coffee-break.

through the drop-boxes in each of our buildings. If you are not sure of the exact location of the box in your building, check with

ScanLine 3-7444 is being centre, and several sponsoring groups are using this facility to used as a communications

the commissionaires.

elp them help each other.

Sponsorship is a surprising experience according to one of our groups of sponsors. The Vietnamese women in their family of eight are very impressed with stoves that can cook a whole meal at once, but either through habit or short stature, they tend not to use kitchen counters quite as much as Canadians do. While preparing a meal for her family and sponsors the mother placed a small cutting board on the floor and squatted down to slice paper-thin morsels of beef with a very large meat cleav The family surprised their consors with an unusual fascination for swimming. It turns centre around the swimming itself, (generally they are not particularly good swimmers) but to actually splash about in an indoor pool — something they had seen only in movies — seemes to fill a life-long ambi-

the culture shock can be plea-sant to deal with. It was difficult to convince the family that Canadian neighbours might be irritated at the sight of Vietna-mese children riding their bicycles on the streets dressed only in pajamas

Adjustment to the economics Adjustment to the economics of Canadian Ilving can be trying for all concerned. The Vietnamese mother has a healthy disrespect for junk foods, but the diet her family is accustomed to is impossibly expensive here. An acceptable compromise is hard to reach. Relative costs of food, clothing, transportation and shelter are so portation and shelter are so different in Ottawa than in Vietnam that our sponsors are finding it necessary to organize the family's shopping so that the newcomers make all their own purchases under a rigid

Even such serious business can have its lighter side, though. One Statistics Canada sponsor, acting as guide on a shopping trip, was amazed when the petite Vietnamese lady he was escorting launched into spirited haggling over the price of her food purchases —

New Management System

more than 7 per cent each year in its work-load in spite of a reduction in permanent staff to 27 from 34 in 1976. In fact, the section has even been able to expand its services. For example, correctly anticipating one man-month of over-capacity man-month of over-capacity last January, Mike Valiquette and his staff scheduled a muchrequested special study to determine which cities visitors from the United Kingdom came from. Of course this information

was contained in survey forms already on file, but there had not been an opportunity to assemble it into statistics. The study was completed as scheduled, and was so successful that similar studies of visitors from other countries are planned

"When you consider the job we have to do and the resources staff skills and electronic aids that we have to do it with," Mike says, "functional specialization seems to be the best way to put it all together.



September 27 How to take and write minutes

October 11 Good telephone usage

9 to 11 am Classroom #1, 4th floor R.H. Coats Bldg.





\$175 in prizes for Scanworthy photos

for information call ScanLine 3-7444



Help the Boat People

Project 4000 needs men's, women's, children's and infants bedding (pillows, blankets and sheets), towels, facecloths pots, pans, dishes and cuttery.

puls, pairs, usines and cullery.
You can help by donaling any working day in drop-boxes maintained by Statistics Canada employees. The boxes are located at the Commissionaires' desks in the Jean Talon and Statistics Canada buildings, and in the Inquiries Centre beside the Commissionaires' desk in the lobby of the R.H. Coats

InfoScan 3-7444 adressez-vous à renseignements Pour plus de **PhotoScan** qn couconts bont les gagnants

l'aide d'un gros hachoir. Les parrains ont été surpris par la fascination inhabituelle

EN PRIX

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nancocan (3-7744) fait office de centre de communication et plusieurs groupes de parreinage s'en servent pour s'en-realder.

effet dans chaque immeuble sont très apprécles. Si vous ne savez pas où trouver la boffe de vous auprès des commission-naires.

Les coordonnateurs (de gauche à droite) Nella Humble, Guy Auger, Kim Farrall et Heather Stewart comparent leurs notes à la





Le programme d'aide bénévole aux réfugiés du Vietnam organi-sé au sein de Staitstique Cana-da connaît un grand succès. Lorsque vous lirez ces lignes. L'aide aux réfugiés est un succès

tout le monde s'est bien amusé. La journée était très ensoleillée et on ne s'est pas ennuyé une seconde."

Linda Stephenson, et Dnets Bright, se sont l'asses premiers gemni les 203 goileurs de Slatis-gemni les 203 goileurs de Slatis-lique Canada seuc de somptier anuls de l'art de l'art de l'art de buillet d'entre l'art de l'art d'art d'a

Lorsque vous lirez ces lignes, la caisse de l'AESS aura recolte

portent que les vétements et les atlicles ménagers déposés dans les boîtes prévues à cet

disparaître l'encre). "Le tournoi a ete formidable, nous rapporte Mark Markwick,

plus hauts pointages. Quant autres, et spontages les charles et spontages les charles et spontages les divers integers Malharueuses divers integers par la pro-ment, quelqui na utilité al site ment, quelqui na utilité al site ment poisson renversée (le coca-nne boisson renversée (le coca-cola set fice efficace pour faire disparaître l'encré).

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Photos présenté

Deux équipes de hockey de Charge Civil d'Offawa de leurs sécnces en contact de l'Association fecteur de la contact de l'Association fecteur se duples en subservation deux parties dats la contact de l'Association fectuaries dats la contact de l'Association fectuaries dats l'Association de l'Asso Deux équipes de hockey

(5-850).

Les problèmes ont commen-Les problèmes ont commen-containes de parentes pon ont affiche des parentes pon ont affiche des parentes pon failore (par "jouent of palesarili « sezi ampresse de de lort calibre". Qui sondesti 3 palesarili « sezi ampresse de de lort calibre". Qui sondes palesarili « sezi ampresse de de lort calibre". Qui sondes palesarili « sezi ampresse de palesarili » (1-850).

Volth Size a première pratique des Volth Sizes aura ileu le samedi 22 septembre à 20 h 30 su centre de I/AR. Si vous êtes reinte des Avous Joindre à cette équipe, appelez Mick SI-kmour (-260)

Retour du curling

entraînement le 7 septembre, mais il leur manque encore quelques bons Joueurs. Pour lez Gord Flynn (5-5764) ou Dick Blakeney (5-4138).

Described as a service of the servic Bernard Paré sera de nou-

tout pour le tout dans la ligue "A" de la Ottawa Valley Volley-ball Association cette année. Après une première année de participation réussie au ballon volant organisé l'année der-volant organisé l'année der-nière, nos dames tenteront le

"A" supil sl snsb ballon volant se lance L'èquipe féminine de

ECLÉBLION sports · activités sociales

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ou des consens :
"En dernière snalyse, conclut
le statisticien en chef, nous
aux employés et au Bureau
suffisamment de souplesse
pour qu'ils s'adaptent au chanplanifiés et communiqués suffil-samment longitemps à l'avance, et les employés participeront à feur instauration. Ceux-ci pour-ront, au besoin, obtenir de l'aide von des conseils."

ployés du point de vue profes-sionnel" "Ces changements seront

un de plan fonctionante, une solo servicio de la productivité, une plus grande liberté individuelle des conditions pur propieses des conditions propieses des conditions propieses des conditions propieses des participations de la participation de la propiese de qui sera caractérisé par un accroissement de la spécialisa-

gement, tout en assurant, dans la mesure du possible, la stabili-le du milieu de travali. Ce nouveau contexte devra per-mettre aux employés de itret sastisfaction de leur travali et sastisfaction de leur travali et d'améliorer la custife de la vie d'améliorer la custife de la vie Concept de gestion amélioré...

des deux premieres paries des One fois de jours, notre équipe on l'origine de sotfois - set ricouvée dans les finales de la firouvée dans les finales de la figure "Origine" et la figure de la championnat par l'équipe des championnat par l'équipe des disminée celle de Consommation et Corporations Capanières parties des des deux premières parties des

L'équipe de cette année etait company de la company de la

Le Club de curling de Statistique Canada à retenu septipeises qui veulent Jouer «Ren nous",
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de canada à retenu septipeise qui conditionaise la voulent releta
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Aidez les réfugiés

parce que le nouveau mode de gestion fonctionne dels dans certains services, mais aussi parce que le potentiel collectif exceptionnel des employes de Statistique Canada en est le gage.

taille, qu'il est nécessaire de l'elever, les avantages que l'on tirera de cette expérience seront à la mesure des elforts qu'on y aura mis. Notre succès qu'on y aura mis. Notre succès as assuré, non seulement passes que le nouveau mode de pasce que le nouveau mode de

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L'équipe féminine de softball

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Walter Cholowski 5-6780-9 2-0143 nellA HeL 6490-0660-6 Judy Frederick Milton Ingalis Lyse Arnone Charles Brint 1618-8 3-6435 Lols Leblanc SEER-S Вор Нивгd Вор Нивга CHEFS D'ÉQUIPE (D.T.D.) C++9-C Eric van der Walt Lou Scott Penny Cerruthers Roger Alcard Pauline Goss GESTIONNAIRES RÉGIONAUX Cilles Berniquez DES DONNEES Esther Virtue 1496-9 Donna Leciaire SASTEMES ET THAITEMENT 1726-8 INSOL UNDEM B.H.M. Watt Mel Long GESTIONNAIRE REGIONAL
THE CHEF D'EQUIPE 2-6016 LUATION DES POLITIQUES Gord Flynn PLANIFICATION ET EVA-SESTIONNAINES HEGIONAUX STATISTIQUE ÉCONOMIQUE 9047-8 Jack Hughes Gilles Larocque Jo-Anne Chenler місьеї цасавае Gérald Lebeau \$9/Z-9 эбод шес Monique Thibaudeau S D'ÉQUIPE Al Lebeau 9290-9 Heather Stewart Brian Carpenter GESTIONNAIRE RÉGIONAL ET DE PROMOTION 3857-5 HILMS 189 SERVICES DE DIFFUSION CHEES DECOUR 1920-9 Gordon Madge SESTIONNAIRE RÉGIONAL Bob Racine 9980-9 GESTION CENTHALE 8087-8 Delrdre Gilleson Peter Dudley Chuck Curtels 186-9 Digne Levesque L029-C Lynda Auger CHEES D.EONIBE 2898-9 Ріепе Нибеп Mary Dean Marie Deslaurier 2-0855 GESTIONNAINE REGIONAL 8665-9 AGRICULTURE John Burns Ed Chartrand INSTITUTIONS ET simon non 1690-8 Lorraine Oldfleld GHEER D.EQUIPE

Sandra Klimpel J. Wytht

Meaniged betting

d'équipe de Centraide 1979 Gestionnaires regionaux et chets

deconomiques ciès, on crée une demande de renseignements enspiementaires qui se traduit, l'achair des libraiseurs, par question. Solid tie massent, on l'achair de la publication en pouvait litre dans un numero de Scen datant de deux ou trois con desent de deux ou trois propriements de la contra con desent de la contra con la contra con desent de la contra con la contra con desent de la contra con desent de la contra con la contra con desent de la contra con la contra contra con la contra contra contra contra con la contra con la contra con la contra contra contra contra contra contra contra con con contra co nente des publications annon-cées dans cet hebdomadaire. Par un dosage judicieux de momaires sur les indicateurs ann est on crée une clès on crée une

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ENQUÊTES-MÉNAGES RECENSEMENT ET

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and minms a minman on the up of the

uvaleur d'une organisation qui arrive à faire tant de choses avec les faires avec son smam à allieros avelle recueille à même nos avec à barrière. Année après année, nous voyons leurs besoins grandir, en taille et en complexité, et non suon sonos nous nous nous rendons comple de Pour la plupart d'entre nous, Centraide est la seule occasion que nous ayons d'aider un grand nombre de nos voisins. Année après année, nous

De l'Information

de Statistique Canada publié par la Division

mensuel des employés

Brian Huggins Rédacteur, Infomat (version an-

utilisateurs. dont les résultats ont été analy-sés par la Sous-section de félude des marchès de la Divi-sion de l'assistancecueilli de nombreux commen-taires — très favorables — dans une enquêre menée il y a un an auprès des lecteurs d'Infomat, mols qu'il était assez difficile de recueillir les opinions du public quent à l'inférêt que présentent les publications de Statistique les publications de Statistique Canada. Or, nous avons recueillir de propheties commen

Redacteur: Bill Pearce.

re nouveau système de gestion évolue tirage, adressez-vous à Alice numèro 5-5738. sour les maiades, ou participer confectionner quelque division des prix, rapporte e Le déjeuner de bienfaisance de Smithz Falls de 1979 est en cours d'organisation. Le Mailo-mail Press & Allied Workers Jazz Band Inc. sera de retour permit nous et Alice Sproft, de la noivision des prix, responte pulyision des prix, responte qu'elle commence à reneurir

n'avaient jamais donné aupara-■ La collecte de sang organisée en juillet a connu un grand succès, Sur 402 donneurs, 41 n'avaient pas donné au cours des deux dernières années et 54 p'avaient jimpsis donné auraise.

■ Vous voulez faire de l'espa-gnol pendant le déjeuner ou la pause-café? Appelez Ed Bou-cher au 5-0847.

Clément, du même service, a vendu des billeis de lirage pour une veleur de \$152, et Gloria Realde, du Secrétaria de l'activité statistique lédérale, a tire le billei gagnant. Gebran Massicolle, de la Division de l'ineureux gagnant. nonte de servicio de la contra de la contra de la publications, monte la servición de la pelific de la pelific de la pelific de la pelifica de la contra de la contra



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qu'il est plus facile de déduire les dons de nos chéques de paye que de faire un don global en une fois. Les tirages nous encouragent donc à utiliser ce yastème. urée des procédures de suivil. Les campagnes précédentes de Centraide ont révélé que la plupart d'entre nous estiment aujil est nous facilie de déduive

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vos dons à Centraide Hatez-vous de remettre

au plus tôt, ce qui réduira la voles ont besoin d'aide pour s'acquitter vite et bien de leur d'ache. Cat d'inages sont donc organisés afin de nous encouragen is nous adresser des dons et seger à nous adresser des dons et seger à nous adresser des dons

5-3126

Note de la rédaction: Nous remercions également Alice Sprott, de la Division des prix, d'avoir organisé la collecte. République dominicaine ongrégation des Soeurs

Je vous remercie donc, au nom de la fillette à laquelle vous avez aidé à apprendre à marcher ainsi qu'en celui de sa famille.

Joan Tinkness

naissance envers Tous les em-naissance envers Tous les em-ployés de Statistique Canada pour leur générosité à l'égard de noz ceuvres dans la Républi-que dominicaine. Leur intérêt et eur enthouslasme m'ont tou-chée. J'aimerais, par l'intermédiaire de Scan, exprimer ma recon-

3e étage, section C, Édifice R.H. Coats, Tunney's Pasture, Ottawa K1A 0T6

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La publication de la Division du lecensement de l'aggiculture intitulée "Recensement du Ca-nada 1976; Agriculture — Illus-trole mois avant sa parution. froi mois avant sa parution. Pour félse res euccès, antoine Pour félse res euccès, antoine Terlantan. coordonnasteur de

d'une publication

On se réjouit du succès

Les invités humant l'agnesu en trein de rôtir (de gauche à droite). Aline Sariaschi, Lorre devvelordim, Lorse Joseph Sariaschi, Lorre devvelordim, Lore Yan, Antoine (Telpaine, Huesta Spesi, George Spesir, Andrew Berhielet, Antoine (Telpaine, Huest Spesir, George Spesir, Andrew Berhielet, L'affanier et l'om Waugh, Photo présentée au concours PhotoScan per Karole Plamonite.

is section, mais on n'avait pas encore eu le temps de les compiler statistiquement. L'é-tude a été achevée dans les délais et a eu tellement de surcès qu'on prévoit en étrec-Royaume-Uni. Blen sûr, ces renselgnements figuralent sur les questionnaires d'enquete de

Saviez-vous que si tous les fonctionnaires qui ne contri-torit pénéralement jamais à buent généralement jamais à

** Such a such a

■ Ne perdez pas voa Cbulga.

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"La morale de cette histoire", des que di Adha Morale de cette histoire, des que al voir en elles au point une al vous mettes bat point on et que mettes bibliedano et que vous en faites bien la promovos en faites bien la promo-brance de manger du "khoro-brance de manger du "khoro-vaix volchkhar".

de diffusion et de promotion qui ont lancé une campagne de promotion et un programme d'évaluation extrémement efficaces à l'infention des utilisa-teurs.

exactes, au moment opportun

hardware of the control of the contr

surtout pour sa collaboration mond est décédée le 29 juillet après une longue ma-ledie. Au cours de ses 10 BMEP, de carrière à la DIMEP, Maureen avait été appréciée mandit de apréciée apriletie au sustit de après de la carrent avait et après de la carrent avait de la carrent Maureen Drummond Maureen

Johnson, se sont mariés derniè-rement. Félicitations aux nou-veaux époux. Meriage

Deux artistes de la Division de l'information, Chris Dony et Ray l'information, Chris Dony et Ray

"Blein and "Blein" de bureau réglo-ne de barrier de l'Ani, à réglo-ne prime pour longs étais de service de boe Mouraux, direc-service de boe Mouraux, direc-service de boe des des des services de la commence de l'écourage de la commence de du service, et a commence à du service, et a commence è du service, et a commence à pression de la commence de l'écourage de l'écourage de l'écourage de l'écourage de l'écourage de près de l'écourage de l'écourage de l'écourage de l'écourage de l'écourage de l'écourage de de l'écourage de l'écourage de l'écourage de l'écourage de de l'écourage de l'

sions de télévision d'octobre: il ne faut pas manquer Paperland, une production de l'ONF réali-sée en partie à Statistique Ca-Surveillez l'horaire des émis-

donner un dollar? aider les gens dans le besoin plus que lamais dans le passé. Se peut-il que les fonction-constres n'aient pas les moyens de donnar un dollar? pieurgizauce jocajes bontrajeur

DDDL-Sueosoju

nouveau cadre et à modifier leur plan de carrière en fonction plan de travail différent d'un milieu de travail différent prochaines annees, des cen-saines d'employes de Statisti-que Canada devront apprendre à concevoir leur travail d'une autre façon, à faciliter l'utilisa-tion de leur potentiel dans un nouveau cantre la faciliter leur

Septembre 1979

jours à l'intention des cadres du Bureau afin d'expliquer les principes fondamentaux de ce

mode de Gestion at d'en tiudier et des modes de les modeslikes d'entre de l'accise de l'entre de l'accise d'elluir épicones et l'accis d'elluir épicones et l'accis d'elluir épicones et l'accise d'elluir en grand d'entre d'elluir et d'elluir en grand d'entre d'elluir et d'elluir et

chelle de S.C. lors d'une allocu-el 1946 de 1950 de 1

cenr sur se emproyes.

Le professeur John F. Mee
déclare dans Busnass Honand Sand Sand Sand Sand
a évolué, sous l'influence de la
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la création d'un système soupie
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sévolué, sous l'influences et de
le création d'une série de proleiss.

Avez-vous délà imaginé M. Peter Kirkham, Statisticien

West-vous dels magnine de vous pour propriet de vous propriet vous propriet de vous propriet de vous propriet de vous pro

sagristicieu eu cupe, per sagristicieu eu cu

presentation de l'action de l' to acsord factors and construction on orbit based at the construction of the construct

y réglait les problèmes qui se possient au jour le jour (voir l'article à ce sujet). Officielle-ment, elle a été lancée à l'écroissement de la spécialisation



and popular sea obadasi ujucusijopopular se popular s cuojours le double de celui de jamvier). Celte spécialisation données et lonn sur les compe-dennées et lonn sur les compe-lences des employés. Cela consacrer un temps fou la des consacrer un temps fou la des la fiernées de la composité de la fiernée de la compensation d les utiliser efficacement pour pailler les fluctuations de la charge de travail (en septembre, le volume de travail est pre, le volume de travail est pre, le foulble de celui de soure du'il était impossible de Un nouveau système de gestion

chef de la section a alors pu se consacrer au contrôle et à la coordination du travail au lieu de participer directement aux travaux. sanalystes ont commence à se snalystes ont commence à se concentrer sur la méthodologie et commenter les données. Le et commenter les données. Le insation progress, as an examination progress, as all — nous as one commence as all — nous as one commence as all — nous as one commend as all — nous as one commend as a cheer dee pour some commend as one commend as e secteur des operations, Les "Pendant que nous luttions contre ces problèmes, poursuit monsieur Valiquette, l'automa-tisation de la section progresglobale des voyages internatio-

cossible de prévoir et de verifier ocasibne de prévoir et de prévoir et de s'euplande et l'accident de la companya d to the l'amérioration de l'auto-compagne de la compagne de l'accompagne de la création de se l'accompagne de la création du la création du colle de création de la créatio ica svantages découlant de la nouvelle spécialisation fonc-lionnelle de ceux qui provien-Il est impossible de distingu

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ite s'occupait des audiests par avair épatris eu der Xidones de la conce des avair épatris eu der Xidones de la cardon del la cardon de la cardon del cardon de la cardon de Nos employes etaient aupararsque le statisticien en chef,

aiverur en donnant, et la plupart



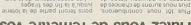


Le chel de la Section des voyages infernationaux, Mike Valiquette (debout), axamine un rapport avec le chel des opérations Vivian Miccabe et le chel de la recherche, du développement et de l'analyse, Paul Paradis.



dons à Centraide

lusqu's la fin des tirages Les organisaleurs de la cam-pagne de 1979 sont convaincus que ce tirage a sa place dans la tradition de Centraide au sein



Hatez-vous de remettre vos



Le coordonnateur de la campagne, Moe Tremblay (au premier plan, au centre), et quelques-uns de ses ses sellents (et de gauche à d'orie) et l'institute, et contratte de gauche d'orient de ses desdentes, l'end vooris, et responsables des optier des contrattes de contrattes, l'estorier, le de l'ender de l'en

gagner au nouveau tirage de Centraide.

Tois gender prix seront illes Tois Tois Tois and short seront and to a total and

campagne, c'est-à-dire entre le 17 et le 21 septembre. Même si vous gagnez un prix lors d'un lirage hebdomadaire, vos couupponenties à la source, sinsi qu'un aufre cou-pon en prime si vous verses votre contribution au cours de la première semaine de la semane cessanante de la campanne C'est-à-dire enfrie le